



***Equality and health analysis for the
merger of Cobourg and Camelot
Primary School in September 2023 - to
include the closure of Cobourg Primary
School***

January 2023

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed decision to which this equality analysis relates	Consultation on Amalgamation of Cobourg and Camelot Primary Schools				
Equality analysis author	Ric Euteneuer, School Place Planner				
Strategic Director:	David Quirke-Thornton, Strategic Director of Children's and Adults' Services				
Department	Children's & Adults	Division	Education		
Period analysis undertaken	January 2023				
Date of review	January 2024				
Sign-off		Position	Director of Education	Date	

Section 2: Brief description of decision

1.1 Brief description of decision
<p>The decision is whether to proceed with a consultation on the amalgamation of Cobourg and Camelot Primary Schools. This will require the closure of Cobourg School and a plan to facilitate admission of children from Cobourg to Camelot.</p> <p>Long term issues with standards and leadership at Cobourg Primary School have resulted in two consecutive "Requires Improvement" outcomes from Ofsted inspections. The aim of amalgamation of the school with Camelot Primary School would be to improve education standards as well as contributing to reducing surplus capacity in Southwark schools.</p> <p>Consultation on the proposed amalgamation (including closure of Camelot school) requires Cabinet Member approval to proceed.</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Pupils at the school Parents and carers School staff Governors Children's & Adults' Services staff
Key stakeholders were/are involved in this policy/decision/business plan	Pupils at the school School staff Governors Children's & Adults' Services staff Council Members

All schools in the authority area will be consulted with regarding the proposed consultation on closure for August 2023, alongside all local authorities in London, as well as Southwark Councillors.

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in Southwark. The Public Health Team can assist with research and data.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds)	
Potential impacts (positive and negative) of proposed decision	Potential health impacts (positive and negative)
The merger of Cobourg Primary School and Camelot will operate irrespective of the age of the parent(s). The merger of the school would affect children of a primary age (4-11) and parents/carers irrespective of age. There are no expected differential effects for children or parents/carers based on age. Sufficient capacity exists at Camelot School to absorb all year groups from Cobourg, so there would be no differential age effects.	There are no identified positive or negative health impacts related to age for this policy.
Equality information on which above analysis is based	Health data on which above analysis is based
<p>The Schools Census 2022/3, as well as roll projections and existing school capacities show that there is sufficient space for all year groups of the combined school on the Camelot site - the merger will also remove excess capacity from the primary estate and potentially address a projected increase of spare places at <u>reception</u> in Southwark in the long term, from an excess capacity of 20% in 2021-2022 to 21% in 2026/2027. Vacancy levels remain above the recommended 5-10% spare capacity at reception, therefore allowing for an element of choice for applicants and not discriminating on the basis of age. Figures <i>in italics</i> are projections, and do not include the proposed change.</p> <p>Year RRoll Cap Vacs % 2021-22 2,929 3,641 +712 +20% 2022-23 2,807 3,581 +774 +22% 2023-24 2,931 3,401 +470 +14% 2024-25 2,858 3,401 +543 +16% 2025-26 2,804 3,401 +597 +18% 2026-27 2,752 3,401 +649 +19% 2027-28 2,721 3,401 +680 +20%</p> <p>or pupils of all primary school ages in Southwark, the figures show a similar pattern</p> <p>Year R6Roll Cap Vacs % 2021-22 21,312 26,618 +5,306 20% 2021-22 21,312 26,618 +5,306 +20% 2022-23 20,660 26,399 +5,739 +22% 2023-24 20,752 25,385 +4,633 +18% 2024-25 20,415 24,971 +4,556 18% 2025-26 19,525 25,127 +5,602 +22% 2025-26 20,126 24,557 +4,431 +18% 2026-27 19,829 24,302 +4,473 +18% 2027-28 19,574 24,107 +4,533 +19%</p> <p>Therefore the availability of primary school places is scheduled to remain above the Ofsted recommended limit of 10% for the next 5 or 6 years' time, which would imply that there would remain choice for applicants, irrespective of (primary) school age.</p>	

There is therefore room in the locality to accommodate all children affected by the closure of the school. On this basis, there appear to be no age related potential discriminatory potential for this policy or its effects on the school age population

Mitigating actions to be taken

As there appear to be no age related potential discriminatory potential for this policy or its effects on the school age population, no mitigating actions are necessary

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Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Potential impacts (positive and negative) of proposed decision

The merger arrangements operate irrespective of the disability status of the pupils or parent(s). Every effort will be made to accommodate children with disabilities at Camelot or the schools pupils are allocated after the school closes. Indeed children with disabilities are prioritised for the latter - the Council's admissions policy states that, after Looked After Children (LACs) and siblings, children with exceptional medical, social or psychological needs, where it is agreed by the Local Authority and the Headteacher that these can best be addressed at a particular school are prioritised. VA and Academy schools operating in the locality a similar policy, so the co-ordination role would follow a similar path irrespective of the status of the school

Potential health impacts (positive and negative)

As stated opposite, children with disabilities are prioritised above pupils admitted on distance – the policy states that, after Looked After Children and siblings, children with exceptional medical, social or psychological needs, where it is agreed by the Local Authority and the Headteacher that these can best be addressed at a particular school.

Equality information on which above analysis is based

Health data on which above analysis is based

<https://researchbriefings.files.parliament.uk/documents/CBP-9602/CBP-9602.pdf>

The latest estimates from the Family Resources Survey indicate that 14.6 million people in the UK had a disability in the 2020/21 financial year. This represents 22% of the total population. The prevalence of disability rises with age: in 2020/21 around 9% of children in the UK were disabled, compared to 21% of working age adults and 42% of adults over State Pension age. 1.2 million residents of London were estimated to be disabled. This was not broken down below sub regional geography, but this would equate to around 1,860 primary (4-11) aged children across primary schools in Southwark. The numbers of children attending Camelot who are disabled are not recorded but it is expected they will follow the national prevalence within Southwark. If disability includes children who have Special Educational Needs, then there are 4 children at the school (3.2%) with Education and Healthcare Plans (EHCP) and a further 29 (22.2%) who are "SEND Plus". All of these children have been supported throughout the transfer process and will continue to be supported at their new school from hereon in, or when they transfer there in September 2023.

Mitigating actions to be taken	
As there appear to be no disability related potential discriminatory potential for this policy or its effects on the school age population, no mitigating actions are necessary	
Gender reassignment - The process of transitioning from one gender to another.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
No impact on gender reassignment have been identified from the merger of Cobourg and Camelot Primary Schools. Gender reassignment of pupils, parents and carers will forms no part of the closure process, nor any consequent actions, and children of primary age will not be undergoing gender reassignment	There are no identified positive or negative health impacts related to gender reassignment for this policy.
Equality information on which above analysis is based.	Health data on which above analysis is based
When the GRA (Gender Recognition Act) - was passed by Parliament, government literature at the time estimated 6,000 "visible" transsexual people in the UK. These were people living fully in "opposite gender" role, pre and post-ops. This was therefore estimated to be 0.01% of the population or around one in 10,000 people. This was not broken down by sub national geography, but, applying this proportion to Southwark, this would equate to around 30 "transgender" people in Southwark, across a range of ages. Since then, the (voluntary) question " <i>Is the gender you identify with the same as your sex registered at birth?</i> " was asked on the 2021 Census, and received a response that 0.5% of the (UK) population answered "No". This was higher in England (0.6%) and London (0.9%) and Southwark (1.22%). However, a significant number of people completing the form did not answer this question, so these percentages would need to be scaled back. https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021	Not applicable
Mitigating actions to be taken	
As no negative impacts, with regard to gender reassignment, have been identified, no mitigating actions are required	

<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)</p>									
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>								
<p>Marriage and civil partnership status would not be affected by the closure of the school, and would not disproportionately affect parents, carers, and staff of the school. Marital or civil partnership status do not form any part of the admission or recruitment process to schools, and someone's marital or civil partnership status would not affect the admission of a child to any other primary school in Southwark or other London Boroughs.</p>	<p>There are no identified positive or negative health impacts related to marriage or civil partnership for this policy.</p>								
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>								
<p>ONS statistics state that Marriage or civil partnered remained the most common legal partnership status in 2020, accounting for just over half (50.6%) of the population aged 16 years and over in England and Wales; this is similar to the figure for 2019, but lower than the proportion seen a decade ago. The majority (61.3%) of the population aged 16 years and over in England and Wales were living in a couple in 2020, including those in legally-registered partnerships and those cohabiting. Statistics from NOMIS show the following percentages by geography indicating Southwark's married/civil partnership population is low compared to London and national averages</p> <table border="1"> <thead> <tr> <th>Location</th> <th>% Population married</th> </tr> </thead> <tbody> <tr> <td>Southwark</td> <td>26.9%</td> </tr> <tr> <td>London</td> <td>44.7%</td> </tr> <tr> <td>England</td> <td>40.0%</td> </tr> </tbody> </table>	Location	% Population married	Southwark	26.9%	London	44.7%	England	40.0%	<p>Not applicable</p>
Location	% Population married								
Southwark	26.9%								
London	44.7%								
England	40.0%								
<p>Mitigating actions to be taken</p>									
<p>As no negative impacts, with regard to marriage and civil partnership have been identified, no mitigating actions are required</p>									

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
Pregnancy and maternity would not affect the parents, carers, as neither pregnancy nor maternity status form part of, or are disproportionately affected by the closure process. No negative or positive health or equality impacts have been identified	
Equality information on which above analysis is based	Health data on which above analysis is based
Southwark's birth rate has declined in 2019, but the last comparative statistics published by ONS for London and England showed that Southwark has a lower level of births per 1000 women, and less births per woman than England and London overall. Southwark residents are having proportionately less children than in London or England. 2021 ONS birth figures are outlined below Southwark London England	Not applicable
Live births 3,525 104,162 642,828	
GFR* 50.9 60.1 55.8	
TFR** 1.33 1.60 1.61	
* General Fertility Rate (GFR) number of live births per 1,000 women aged 15-44 ** Total Fertility rate(TFR) number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan. No negative impacts, with regard to this policy have been identified	
Mitigating actions to be taken	
As no negative impacts, with regard to Pregnancy and Maternity have been identified, no mitigating actions are required	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The closure will have no disproportionate negative impact for pupils of any race at Cobourg or Camelot Primary School, nor for their ability to obtain a place for their	There are no identified positive or negative

children as an alternative. Reception and In Year Admissions are undertaken irrespective of the race or ethnicity status of the child or parent(s).	health impacts related to race for this policy.
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Equality information on which above analysis is based	Health data on which above analysis is based
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Southwark has a considerably higher non-White population than England and London as a whole. The Cobourg and Camelot school populations are more diverse than the school population at large and Southwark as a whole, The non-White UK part of the combined school population is 91.7% . That said, the proportion of non-White UK pupils in the school are fairly similar.	Not applicable
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Ethnic Group	Camelot	Cobourg	Combine
White British	5.1%	11.8%	8.3%
Irish	0.0%	0.0%	0.0%
Traveller of Irish heritage	0.0%	0.0%	0.0%
Any other white background	5.6%	14.7%	9.9%
Gypsy/Roma	0.0%	0.0%	0.0%
White and Black Caribbean	3.7%	2.6%	3.2%
White and Black African	1.2%	6.3%	3.6%
White and Asian	0.2%	0.3%	0.2%
Any other mixed background	10.7%	7.3%	9.1%
Indian	0.0%	0.5%	0.2%
Pakistani	0.2%	1.0%	0.6%
Bangladeshi	2.1%	3.7%	2.8%
Any other Asian background	1.2%	1.0%	1.1%
Black Caribbean	12.8%	4.5%	8.9%
Black African	47.1%	29.4%	38.8%
Any other Black background	3.3%	6.0%	4.6%
Chinese	0.5%	0.8%	0.6%
Any other ethnic group	5.6%	6.8%	6.2%
Number of pupils unclassified	0.7%	3.1%	1.9%
Non White-UK	94.9%	88.2%	91.7%

Figures for all primary schools across Southwark in terms of ethnicity are shown below

Ethnicity	%
Black African	25.0%
White UK	21.4%
Any other White	9.4%
Other ethnic group	7.6%
Any other Mixed	6.6%
Black Caribbean	6.3%
Any other Black	5.3%
White/Caribbean	3.3%
White/Black African	2.1%
Bangladeshi	2.1%
White/ Asian	1.8%
Any other Asian	1.8%
Asian - Chinese	1.3%

Asian - Indian	0.7%
Asian - Pakistani	0.7%
White – Irish	0.4%
Traveller Irish	0.1%
Gypsy/Roma	0.1%
Total Non-White UK	78.6%

The evidence shows that the school is more ethnically diverse than primary schools in Southwark, as whole and that primary schools are more diverse than the population at large – see below from Census 2021,

Ethnicity	%
Black African	15.7%
White British	35.5%
Black Caribbean	5.9%
Other White	13.4%
Other ethnic group	5.3%
Any other Mixed	2.4%
Any other Black	3.5%
White/Caribbean	2.1%
Bangladeshi	1.8%
White/Black African	1.2%
Any other Asian	2.7%
White/Asian	1.5%
Chinese	2.7%
Pakistani	0.7%
Indian	2.0%
Irish	2.0%
Arab	1.0%
Gypsy/Roma	0.6%
Total Non-White UK	64.5%

Southwark has a more diverse population than London as a whole, and a considerably higher non-White population than England. The school population is more diverse than the population at large, as a number of families have arrived in Southwark in recent years, so the older population is less diverse than the younger population. This is reflected in the school population in particular. As the primary proportion of BME population considerably exceed their prevalence in the population, this would seem to indicate that there is no direct or indirect bias operating in terms of admissions to schools. There is therefore no evidence that the proposed merger will have a deleterious effect on race or ethnicity, and the merged school will be as diverse as the 2 schools merging. No negative impacts, with regard to race, have therefore been identified

Mitigating actions to be taken

As no negative impacts, with regard to race have been identified, no mitigating actions are required

<p>Religion - has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>																					
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>																				
<p>Admission arrangements for community schools operate and admit children irrespective of the religion of the child or parent(s). In year admissions to community schools operate in the same way.</p> <p>For VA schools with religious admissions criteria, children meeting certain religious criteria will be given priority in admissions. That said, where VA schools are operating with vacancies, they are not allowed to “reserve” these ongoing vacancies for children of faith, and children will be admitted regardless of faith to VA schools with vacancies, where a preference has been expressed.</p>	<p>There are no identified positive or negative health impacts related to race for this policy.</p>																				
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>																				
<p>No religious affiliation for schools or across Southwark is collected as part of the school Census programme, so we have no record of religious observance in Southwark at a school or borough level, outside the Census 2021. .</p> <p>The Christian population of Southwark is 43.3%,The Southwark VA primary school population is 25% of all pupils. However, it is recognised that not every Christian parent wants a religious education for their child.</p> <p>The high level of vacancies at VA primary schools (19%) against that for community schools (13%) would seem to indicate that there were sufficient places at religious school for children who required them.</p> <p>Whilst on the face of it, this would seem to indicate a need for more religious based education in Southwark, the same view is taken as for primary schools – that not every religious parent wants a Christian education for their child, and that new Christian schools would primarily be abstractive of existing school places rather than meeting an unmet need. An indication from the Census 2021 of the Religion of residents</p> <table border="1"> <thead> <tr> <th>Religion</th> <th>LBS</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>43.3%</td> <td>40.9%</td> <td>46.2%</td> </tr> <tr> <td>Buddhist</td> <td>1.0%</td> <td>0.9%</td> <td>0.5%</td> </tr> <tr> <td>Hindu</td> <td>1.1%</td> <td>4.9%</td> <td>1.7%</td> </tr> <tr> <td>Jewish</td> <td>0.4%</td> <td>1.6%</td> <td>0.5%</td> </tr> </tbody> </table>	Religion	LBS	London	England	Christian	43.3%	40.9%	46.2%	Buddhist	1.0%	0.9%	0.5%	Hindu	1.1%	4.9%	1.7%	Jewish	0.4%	1.6%	0.5%	<p>Not applicable</p>
Religion	LBS	London	England																		
Christian	43.3%	40.9%	46.2%																		
Buddhist	1.0%	0.9%	0.5%																		
Hindu	1.1%	4.9%	1.7%																		
Jewish	0.4%	1.6%	0.5%																		

<p>Muslim 9.6% 14.5% 6.5%</p> <p>Sikh 0.2% 1.5% 0.9%</p> <p>Other 0.7% 1.0% 0.6%</p> <p>None 36.4% 27.7% 37.2%</p> <p>not stated 7.3% 7.1% 6.0%</p> <p>Southwark has a higher proportion of Christians than London, but less than England as a whole, and a lower percentage of Muslims than London and Inner London (though above the English average). Figures for “No religion” are higher than London but lower than the national average. No negative impacts, with regard to religion or belief, have therefore been identified</p>	
Mitigating actions to be taken	
As no negative impacts, with regard to religion have been identified, no mitigating actions are required	
Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
As the gender split at Cobourg and primary schools at large in Southwark are more or less equally split, no negative consequences as to gender resulting from the closure or subsequent reallocation of places if the school closes have been identified. All our primary school places are co-educational, like all other state-funded primaries in Southwark. The in year primary admissions policy therefore has no impact on gender imbalance	There are no identified positive or negative health impacts related to sex for this policy.
Equality information on which above analysis is based	Health data on which above analysis is based
The proportion of boys and girls at Cobourg schools are split 51% girls: 49 % boys (Source: SCAP return 2022). At Camelot, this is 53%:47% female to male. An influx of Cobourg’s population would mean a more even prevalence. Across Southwark, the split is 50:50 at primary level. This also matches the prevalence in the local population (Source ONS Census 2021).	Not applicable
Mitigating actions to be taken	
As no negative impacts, with regard to religion have been identified, no mitigating actions are required	

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There will be minimal impact on sexual orientation as a result of the school closure, as sexual orientation forms no part of a) <i>Selection of staff for roles in other schools</i> b) <i>Selection of pupils</i>	There are no identified positive or negative health impacts related to sexual orientation for this policy.
Equality information on which above analysis is based	Health data on which above analysis is based
The 2021 Census that asked respondents to give their sexuality. 3.2% of respondents identified with an LGB+ orientation (“Gay or Lesbian”, “Bisexual” or “Other sexual orientation”). In London, this was 4.2%, but in Southwark this figure was 8.1%, implying an LGB+ population of around 21,000 in the borough. No negative impacts, with regard to sexual orientation, have been identified	Not applicable
Mitigating actions to be taken	
As no negative impacts, with regard to religion have been identified, no mitigating actions are required	
Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in Southwark. Socio economic status is the measure of an area’s, an individual's or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
Socio-economic status forms no part of the closure process, nor allocation of places, and the demographic/economic profile of the schools and surrounding areas, are very similar, as they are in the same ward. No identified negative effects as a result of the merger have been identified.	There are no identified positive or negative health impacts related to socio economic status for this policy.
Equality information on which above analysis is based	Health data on which above analysis is based
Both schools are in the same ward (Old Kent Road) and have a typically similar intake. At a subward level. Cobourg is in LSOA Southwark 015A and Camelot in Southwark 018A. In terms of indices of multiple deprivation, Cobourg is in the 2 nd decile and Camelot the 3 rd , so have fairly similar levels of deprivation.	Not applicable
Mitigating actions to be taken	

As no negative impacts, with regard to socio economic status have been identified, no mitigating actions are required

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed decision

The 16 rights are: Right to life, Freedom from torture and inhuman or degrading treatment; Right to liberty and security; Freedom from slavery and forced labour; Right to a fair trial; No punishment without law; Respect for your private and family life, home and correspondence; Freedom of thought, belief and religion; Freedom of expression

Freedom of assembly and association; Right to marry and start a family; Protection from discrimination in respect of these rights and freedoms; Right to peaceful enjoyment of your property; Right to education; and a Right to participate in free elections. The “right to an education” for children in Southwark will not be affected by the proposed closure of the school, given the number of vacancies that exist for Cobourg pupils to be reallocated to

Information on which above analysis is based

The website below gives guidance to the 16 articles and individual details for each <http://www.equalityhumanrights.com/your-rights/human-rights/what-are-human-rights/human-rights-act>. No negative impacts with regard to human rights have been identified

Mitigating actions to be taken

As regards the admission arrangements - no negative impacts with regard to human rights, have been identified, so no mitigating actions are required

Section 5: Further actions and objectives

Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
No negative impacts of the arrangements have been identified, so no mitigating actions are required, and no actions will derive from these specific proposals.			
Number	Description of issue	Action	Timeframe
N/A	N/A	N/A	N/A

Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
No negative impacts of the arrangements have been identified, so no mitigating actions are required, and no equality objectives will derive from these specific proposals.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
N/A	N/A	N/A	N/A	N/A

Health objectives (for business plans)				
Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
No negative impacts of the arrangements have been identified, so no mitigating actions are required, and no health objectives will derive from these specific proposals.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
N/A	N/A	N/A	N/A	N/A